

While this report focuses on accomplishments from 2019, we must acknowledge the tragedy of the COVID-19 global pandemic and the events that have occurred in the months leading up to its publication.

The impact of the COVID-19 pandemic has dramatically altered life for many, including our employees, guests and those in communities across the United States and around the world, who have been impacted in profound ways. In addition to the enormous gratitude we owe to front line response workers and healthcare professionals everywhere, we wish to thank our own loyal employees and guests for their commitment to MGM Resorts.

We are moved by the myriad of ways employees and partners have given back to our communities – through food donations, volunteerism and support of the Employee Emergency Grant Fund.

We know that there will be a time when we are together again – safe, healthy and entertaining our guests.



Now more than ever, we at MGM Resorts are driven by a fundamental commitment to make a positive and lasting impact on our world. We actively work to benefit our communities and our neighbors, believing that our efforts in social impact and sustainability ensure the continued resiliency and relevancy of our business.

Our industry, like many others, faces a future shaped by climate change, uneven economic prosperity and unequal access to opportunities— issues that demand greater Environmental, Social and Governance (ESG) leadership from corporations like ours. The forces impacting the landscape that we operate in will continue to change, and we look beyond the horizon to proactively shape the future. Our focus on ESG, particularly the social impact and sustainability initiatives detailed in this report, are the tangible representation of our resolve to build a more equitable and just society and to protect and preserve a healthy planet.

We take bold action to do business sustainably—mitigating our environmental impact and striving to set the standard for our industry. We also aim to positively impact society, leveraging our business's scale and scope to create opportunities for underrepresented communities and lasting change where we live, work and play. We call our collective action *Focused on What Matters: Embracing Humanity and Protecting the Planet*, which we introduced in 2019.

Focused on What Matters articulates our purpose and clearly establishes measurable goals that serve as our roadmap to making an enduring impact for our communities and our planet. The platform has created new momentum for our work, motivated our teams internally and enhanced awareness of commitments among our stakeholders. Our renewed drive is enriched through increasing engagement by our stakeholders, who are pushing businesses to do more and transparently report progress.

2019 was a year of transition for our business. We changed our operating model and became more efficient and effective. Amidst that change, we were undaunted in pursuing our 2025 social impact and sustainability goals.

We celebrated significant progress, including:

- Establishing a mentorship program for women, providing more opportunities for advancement;
- Providing free higher education to employees through the College Opportunity Program;
- Donating 1.5 million meals through our marquee program, Feeding Forward;
- Reducing water usage more than 29% per square foot¹; and
- Earning LEED Platinum certification for MGM Springfield, the highest rating ever achieved by a gaming resort.

Our 2019 Social Impact and Sustainability report captures how MGM Resorts lives its commitment to make meaningful change in society. It also serves as a new annual baseline, from which we will grow our ambitions, expand our impact and address new challenges as they arise. As our stakeholders demand more action, it is vital we are positioned to enhance our contributions and drive a strategy that solves pressing issues, creates value and ensures the longevity of our Company.



Bill Hornbuckle
ACTING CEO & PRESIDENT



Rose McKinney-James
CHAIR, CORPORATE SOCIAL
RESPONSIBILITY COMMITTEE,
BOARD OF DIRECTORS

1. From 2007 baselines



Environmental, Social, and Governance (ESG) initiatives are growing more urgent each day, fueled by tailwinds of global crises, social activism, a surge in ESG ratings and ranking frameworks and unprecedented levels of institutional shareholder advocacy. At the same time, an overlay of compelling new data and science are bringing clarity to pressing, unmet needs in our communities and elevating the threats confronting our environment and humanity.

This is one reason why ESG has experienced rapid growth with stakeholders, who are holding corporations accountable and demanding that businesses play a greater role in society. In fact, many boards are expanding the corporation's function beyond maximizing shareholder returns to include purpose, culture and people. This trajectory accelerated in 2019 when the Business Roundtable redefined the role of the corporation as one that serves all of its stakeholders—customers, employees, suppliers, communities and shareholders—making ESG more vital than ever.

Throughout our history, MGM Resorts has operated responsibly and has long been intrinsically driven to make an impact in our communities and on our world. The work we have been doing for decades has created a foundation that allows us to seize this moment of awareness, further establishing our long-standing leadership and forging meaningful public-private partnerships to accelerate impactful change.

Importantly, our success is enabled by strong governance. Our leadership—at the highest levels—is engaged in ESG, reducing risk, creating value, driving accountability and ensuring a balanced relationship between investing for societal impact and generating business results.

Our customers are choosing to do business with companies who share their fundamental values. Aligned to the ethos of hospitality and entertainment, we embrace diversity by welcoming everyone and proudly celebrating the cultural

history, heritage and traditions of our guests and employees. Our commitment is visible both inside our Company, where we build an inclusive culture that creates opportunities for everyone, including underrepresented populations, and in all of our communities, where we join our neighbors at events like Dr. Martin Luther King, Jr. commemorations, PRIDE celebrations and Veterans Day parades.

We have now instituted integrated tracking and public reporting across our ESG initiatives, guided by the dual goals of increasing our impact and demonstrating our value to our stakeholders. The outcome of this work is found in the appendix of this report. It is transparent and easy to understand. We're also examining each part of our portfolio to ensure that we're delivering the strongest outcomes from our efforts. As one example, we've refined our philanthropic approach—ensuring deeper alignment to the United Nations Sustainable Development Goals (SDGs). In 2020, we will maximize the impact of our engagements by driving focus toward three philanthropic priorities: eliminating hunger, advancing quality education and creating good-paying jobs and economic growth.

Our track record demonstrates our long-held belief that a thriving society and a healthy environment are the bedrock of a successful business. Propelled by the expertise and commitment of our entire team at MGM Resorts, we will create shared value and blaze a trail for others to follow.



Jyoti Chopra
CHIEF PEOPLE, INCLUSION
& SUSTAINABILITY OFFICER

FOCUSED ON WHAT MATTERS: EMBRACING HUMANITY & PROTECTING THE PLANET

OUR IMPACT

The initiatives detailed in this report support 10 primary SDGs that focus on eliminating poverty and hunger, advancing education, achieving equality and doing business sustainably, among others. Our social impact and sustainability strategies are informed and inspired by the SDGs where we can—and do—make the strongest impact.



OUR COMMITMENT

In 2019, we introduced *Focused on What Matters: Embracing Humanity and Protecting the Planet*—MGM Resorts' commitment to making an impact in society for the benefit of our employees, shareholders and communities. Guided by our values of integrity, teamwork, inclusion and excellence, *Focused on What Matters* is an expression of what we stand for and who we are.



Focused on What Matters asserts our belief that corporations have a unique responsibility to positively address society’s greatest challenges. That belief has driven us year over year to take action and engage on pressing issues, such as stimulating economic growth, promoting equality, supporting sustainability and helping our neighbors. We are incredibly proud of our track record of making investments that have often set a new standard for our industry, benefiting employees, shareholders and our communities. Our longstanding leadership has prepared us to anticipate new

trends and assess the risks and opportunities they present to our business. We proactively address them through our social impact and sustainability strategies.

Focused on What Matters: Embracing Humanity and Protecting the Planet defines our strategies across four areas: Fostering Diversity and Inclusion, Investing in Community, Caring for One Another and Protecting the Planet. It articulates our ambitions through concrete goals that we intend to achieve by 2025 and beyond.

We are showing our momentum by tracking progress toward our goals throughout the report using these visuals:



PLANNING

We are creating processes and programs necessary to achieve this goal.



ENHANCING EFFORTS

We are redoubling our commitment to this goal by improving our approach.



ON TRACK

We have reached key milestones toward this goal, and it will be achieved in or before 2025.



ACHIEVED

We have accomplished or surpassed this goal.

FORWARD-LOOKING STATEMENTS

Statements in this Social Impact and Sustainability Report that are not historical facts are forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995 and involve risks and/or uncertainties, including those described in the MGM Resorts International (“MGM Resorts”) public filings with the Securities and Exchange Commission. The Company has based forward-looking statements on management’s current expectations and assumptions and not on historical facts. Examples of these statements include, but are not limited to, the Company’s expectations regarding the Company’s Environmental, Social, and Governance (ESG) initiatives and the Company’s ability to achieve its ESG goals. These forward-looking statements involve a number of risks and uncertainties. Among the important factors that could cause actual results to differ materially from those indicated in such forward-looking statements include effects of the COVID-19 pandemic and economic and market conditions in the markets in which the Company operates, and competition in the markets in which the Company operates, and competition with other destination travel locations throughout the United States and the world, the design, timing and costs of expansion projects, risks relating to international operations, permits, licenses, financings, approvals and other contingencies in connection with growth in new or existing jurisdictions and additional risks and uncertainties described in the Company’s Form 10-K, Form 10-Q and Form 8-K reports (including all amendments to those reports). In providing forward-looking statements, the Company is not undertaking any duty or obligation to update these statements publicly as a result of new information, future events or otherwise, except as required by law. If the Company updates one or more forward-looking statements, no inference should be drawn that it will make additional updates with respect to those other forward-looking statements.

NON-FINANCIAL INFORMATION

This Social Impact and Sustainability Report includes certain non-financial data and information which is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

REPORTING SCOPE & GOVERNANCE

Each year, we transparently inform our stakeholders of activities and progress toward our goals to demonstrate our impact and enable stakeholders to follow and support our work.

Unless noted otherwise, data in this report represents our global Company for fiscal year 2019 (January 1—December 31, 2019). It also is tracked against key milestones to show progress and is validated by external partners, such as Applied Analysis.²

Our Acting CEO and President and Board of Directors’ CSR Committee are responsible for our policies, priorities and performance, which are supported by governance-related policies including our Company’s Code of Business Conduct and Ethics, Environmental Policy, Human Rights Policy and Conflict of Interest Policy. Additional resources on our governance can be accessed at investors.mgmresorts.com.

2. <http://www.appliedanalysis.com/>

FOSTERING DIVERSITY & INCLUSION



We strive to create welcoming environments for everyone, especially our employees, guests and neighbors, and we excel when we reflect the communities we serve. The best innovation comes from collaboration among diverse people and ideas—giving businesses an edge in today’s marketplace.

With an increasingly diverse customer base, our business depends on an inclusive culture where each of us is valued and respected for our unique contributions.



2025 GOAL PROGRESS

Ensure that all employees—including women, the LGBTQ+ community, people from diverse and ethnic backgrounds and people with disabilities—have equal access to leadership opportunities throughout MGM Resorts and that our policies of inclusion are embedded into our culture

ON TRACK

Spend at least 10% of our domestic biddable procurement with diverse suppliers

ON TRACK

Expand our Supplier Diversity Mentorship Program to achieve 50 graduates

ON TRACK

Train 100% of management employees on social impact policies and goals

PLANNING



THE MGM WOMEN IN HOSPITALITY GROUP

PICTURED LEFT TO RIGHT:

Debra DeShong, *Senior Vice President Global Corporate Communications & Industry Affairs;*

Yonata Rubin, *Vice President Talent Development and Management;*

Laura Lee, *Senior Vice President Human Resources;*

Ashley Eddy, *Senior Vice President and Legal Counsel;*

Jyoti Chopra, *Chief People, Inclusion and Sustainability Officer;*

Ann Hoff, *Chief Marketing Officer;* and

Alyson Bettelman, *Senior Executive Associate*

FOSTERING DIVERSITY & INCLUSION

ADVANCING WOMEN LEADERS

Strongly committed to achieving gender equality, a group of women senior executives are exploring and establishing programs to support the growth and development of women at MGM Resorts. The MGM Women in Hospitality group reviews and evaluates policies and programs and, importantly, recommends and implements enhancements to create additional opportunities for women.

The group was instrumental in designing and establishing the Women's Mentorship Program, a six-month program that will provide one-on-one mentoring to women in leadership roles. Focused on learning and development, participants will receive individually tailored leadership plans and be invited to attend the Women's Leadership and Empowerment Conference, the annual signature event sponsored by MGM Resorts

that supports and inspires women's personal and professional development. The Women's Mentorship Program was scheduled to begin in 2020 prior to the COVID-19 pandemic. It is now expected to launch in 2021.



FOSTERING DIVERSITY & INCLUSION

THANKING OUR VETERANS AND TROOPS

We are extremely grateful to the men and women who make personal sacrifices to serve our nation in the Armed Services. At MGM Resorts, we're proud to have many veterans in our ranks, sharing the skills they gained through their service with all of us and our guests.

To mark Veterans Day, we recognized our more than 2,000 employee veterans with a special pin, and approximately 150 of them were honored at a pinning ceremony at The Mirage, where our Chairman and CEO presented the pins to employees. Nearly 600 employee veterans were celebrated at local events across our regional properties. Many of our veterans proudly wear their pins, which has enabled meaningful conversations on their experiences with colleagues and guests alike.

For the ninth year, we showed service members the best of Las Vegas as part of Salute to the Troops. In partnership with American Airlines and The United Service Organizations (USO), 80 active-duty service members who traveled from Washington, D.C. and Southern California were treated to some of Las Vegas' most iconic experiences.

The "Wall of Gratitude" was a highlight for the troops and our MGM Resorts community. Hundreds of MGM Resorts employees lined the hallways of The Mirage to show their appreciation to the troops by extending a warm welcome to Las Vegas.



On behalf of our nation's wounded, ill and injured troops and their caregivers, I can tell you that MGM Resorts and American Airlines' continuing generosity and support mean a great deal to those who have sacrificed so much for our freedom."

ELAINE ROGERS

PRESIDENT & CEO OF USO-METRO

HIRING VETERANS

MGM Resorts intentionally recruits and hires veterans to join our team because we value their unique perspectives and skills. In 2019, we hired 76 veterans into our Las Vegas ranks from one job fair alone, aided by successful partnerships with local military operations and the U.S. Chamber of Commerce's Hiring Our Heroes corporate fellowship program, among others.

Many of them come together to build community through our Veterans Employee Network Group, which has chapters in Las Vegas and Detroit.

HONORING A LEGACY OF JUSTICE

For several consecutive years, MGM Resorts has sponsored the annual Dr. Martin Luther King, Jr. parade in downtown Las Vegas and joined our community in honoring Dr. King's legacy. In 2019, 175 of our employees and their friends and families marched to remember the impact he made and recommit ourselves to the unfinished work of advancing racial justice and equality. This work has grown even more urgent following widespread demonstrations and civil unrest in early June of 2020 as this report was being finalized.

CELEBRATING PRIDE

We once again were a sponsor of the Las Vegas PRIDE Night Parade. 2019's parade commemorated the 50th anniversary of the Stonewall Riots, which are widely credited with starting the modern movement for LGBTQ+ equality. Our employees and their friends and families joined the parade to increase visibility and acceptance of the LGBTQ+ community. Beyond Las Vegas, our MGM Resorts community celebrated PRIDE in Detroit, Memphis and Northampton.



PICTURED ABOVE: MGM Resorts employees at the Las Vegas PRIDE Night Parade

EMPLOYEE NETWORK GROUPS

BY THE NUMBERS



4,175

MEMBERS



23

EMPLOYEE NETWORK GROUPS



6

LOCATIONS

LEVERAGING OUR SUPPLY CHAIN FOR EQUALITY

We use our purchasing power to advance opportunity for diverse businesses in the communities where we operate. We have required diversity participation in all construction bids since 2000, and we've required diversity participation in all biddable commodity purchases of more than \$3,000 since 2003.

In 2019, MGM Resorts spent more than \$178 million with certified, diverse-owned enterprises, \$75 million of which was awarded to women-owned businesses.³ This led the Women's Business Enterprise National Council (WBENC) to recognize MGM Resorts as one of America's Top Corporations for Women's Business Enterprises—an honor we are proud to have earned for seven consecutive years.

We also help certified diverse businesses build capacity and enhance operational effectiveness by sharing our team's deep expertise through our Supplier Diversity Mentorship Program. Since 2016, the program has provided one-on-one support from MGM Resorts executives and employees to help diverse-owned

businesses gain critical business knowledge in key areas such as marketing, human resources and logistics.

The program began in Las Vegas and is expanding to reach all the communities where we operate. Most recently, the program was established at MGM National Harbor and MGM Springfield, and a new region will be added each year.

Cristina Tufts—owner of Harbor Wines based in National Harbor, Maryland—is the program's first graduate from MGM National Harbor. Raised in Moldova, Cristina started her business to bring the wine of her home region to the Washington, D.C. area. As part of her mentorship, she worked closely with MGM National Harbor's Food and Beverage team, including the property's head

Sommelier, Mark Warren. She credits his knowledge in helping her to build a smartly curated, successful portfolio of wines. She also learned effective ways to use social media and critical human resources functions, including conducting interviews and creating offer packages.

Harbor Wines revenue has grown 336% since 2017, and over a dozen of her wines are sold at a variety of food and beverage locations at the resort. Since graduating the mentorship program, she's expanded her business by purchasing a warehouse and hiring three employees, who bring important skills in sales and bookkeeping. In her words, "The numbers speak for themselves. My revenue more than doubled between 2017 and 2019."



“

MGM Resorts gave me the necessary tools to be better at my job. Empowered with knowledge and confidence, I am stronger against obstacles.”

CRISTINA TUFTS
OWNER OF HARBOR WINES

3. Excluding diverse design & construction spend

INVESTING IN COMMUNITY



MGM Resorts is an engine for job creation, workforce development and prosperity in many communities. In 2019 in the United States, we generated nearly \$22 billion in economic impact and employed 70,000 people, paying \$3.5 billion in wages and contributing more than \$3.1 billion in local, state and federal taxes.⁴

Beyond our direct economic impact, we expanded individual economic potential and advanced economic security through investments in programs that empower job seekers, train the workforce and support higher education—including helping our MGM Resorts community afford college through tuition assistance, scholarships for employees’ children, free online education and student loan repayment.

2025 GOAL PROGRESS

Expand our support of nonprofit workforce development and education programs from 25% to 40% of our annual Company giving



ON TRACK

Award 600 post-secondary scholarships to children of employees⁵



ON TRACK



4. Applied Analysis, MGM Resorts Economic Impact Analysis 5. Since 2019



INVESTING IN FUTURE GENERATIONS: Scholarships for Children of Employees

In 2019, MGM Resorts provided \$900,000 for 100 scholarships to children of our employees. The program will award 600 scholarships by the end of 2025. The scholarship recipients attend more than 30 colleges across the country, and 80% are pursuing a four-year degree. Of that group, 56% are first-generation college students, and 75% attend a college that is ranked among the best in the country.

Students and their parents say the scholarships are life changing. Glenda Ordonez, a customer relations supervisor at MGM Grand in Las Vegas, is grateful to MGM Resorts for making a difference in her son Gabriel's future. Gabriel is currently a freshman at the University of California Los Angeles. Glenda describes the program as "amazing" and helping her son "achieve his dreams of becoming a doctor." Gabriel appreciates MGM Resorts' support, saying "money should not get in the way of people pursuing and achieving their dreams. Attending UCLA requires substantial investment, and this scholarship covers a good portion of my tuition."

INVESTING IN COMMUNITY

CREATING ECONOMIC OPPORTUNITIES

From Mississippi to Macau, we partner with communities to create job and economic opportunities for local residents. To deliver on this commitment, we develop new solutions to help people overcome common challenges to entering and succeeding in the workforce.

For example, our team at Gold Strike Casino Resort in Tunica, Mississippi, has partnered with the Clarksdale WIN Center—a community service center for job seekers—to host job fairs in nearby Clarksdale. The job fairs remove common barriers from the hiring process. Candidates can apply, interview and receive a job offer all in one place on a single day—solving access issues to needed resources like computers.

Dozens of local residents have been hired through job fairs at the Clarksdale WIN Center, including Chiquita Clemons, who is profiled in this section. This success opens pathways to good-paying jobs and addresses a key business challenge by hiring for Gold Strike's housekeeping department and other hard-to-recruit positions.

SUPPORTING EDUCATION FOR ALL: College Opportunity Program

2019 was the first year of our ground-breaking MGM Resorts College Opportunity Program. The program enables any MGM Resorts employee in the U.S. to pursue a college education—for free—online through Nevada’s institutions of higher education. The program is the first of its kind for a Fortune 500 company.

More than 250 employees seized the opportunity to advance their education in the program’s first semester. Alba Jessica Montejano Salazar, an employee at the Bellagio, is in her second semester at University of Nevada, Las Vegas, working towards a degree in Communications Studies. She says that she wouldn’t be in school without the program: “I knew I was going to go back to school eventually, but without the MGM College Opportunity Program it would’ve taken me another year or two to save up enough money. And even then, I felt like if I started, it would be just a matter of time before something came up financially that would stop me from going to school again. This program took the burden off my shoulders, and I appreciate this program so much—there are no words.”

PICTURED RIGHT: Alba Jessica Montejano Salazar
Minibar Attendant, Bellagio



The program delivers business value by equipping our employees with new knowledge, expertise and skills. Dr. Cecilia Maldonado, Associate Vice Provost of Workforce Development at the University of Nevada, Las Vegas, emphasizes that “Corporations see the value in education and having educated employees who can move the company forward.”

This program is only one aspect of our commitment to helping our workforce afford education. We also provided nearly \$1.2 million in tuition assistance for more than 575 employees in 2019, and starting in 2020 we will help our employees reduce student loan debt by contributing up to \$12,000 toward eligible loans through our new Student Loan Debt Assistance Program.

CHIQUINITA CLEMONS: FROM JOB SEEKER TO STANDOUT EMPLOYEE

When Gold Strike Casino Resort partnered with the Clarksdale WIN Center to hold job fairs, we opened both a new pipeline of talent and new opportunities for local Mississippi residents like Chiquita Clemons—now a standout employee at Gold Strike.

Chiquita says the job fair was key to her success, as it made the hiring process fast and convenient. She was able to interview and receive an offer on the same day, and then begin working later that week.

After taking the job, Chiquita quickly became a trusted member of the Gold Strike housekeeping staff—a historically difficult role for recruitment and retention. Her supervisor says that “if I had 20 employees like Chiquita, this department would always run like clockwork.”

Chiquita appreciates the opportunities, benefits and sense of community at MGM Resorts. “When I came aboard, I met friendly people and got the training I needed,” she said.



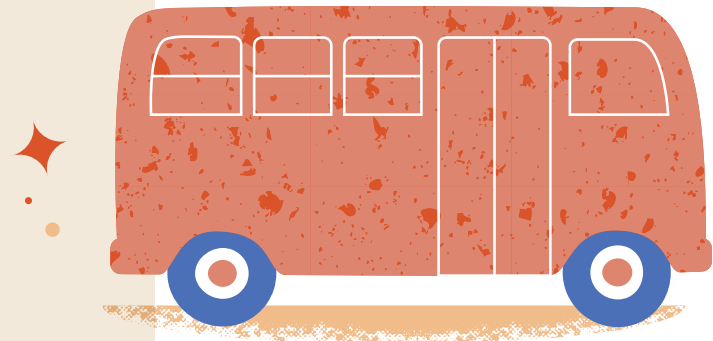
Gold Strike is a great place to work and provides great benefits for me and my family. I would recommend the job to everyone.”

CHIQUINITA CLEMONS

REMOVING BARRIERS TO EMPLOYMENT

As one of largest employers in the Tunica area, Gold Strike Casino Resort draws its workforce from around the region. Long distances can make it challenging for employees to reliably and reasonably commute to and from work.

In response, Gold Strike partnered with Delta Area Rural Transit System (DARTS) to run a bus service between Clarksdale, Mississippi, and the resort. The Company subsidizes bus fares, cutting the employee’s cost in half. We’ve also added one more trip every day, giving our employees more convenient travel times and reducing the amount of time they have to spend waiting.



CARING FOR ONE ANOTHER

Philanthropy and volunteerism are part of our DNA and core to our culture. We generously give our time, talents and resources to tangibly show our gratitude to the communities that have warmly welcomed us.

Our community-building efforts instill a sense of pride in our workforce—often spurring action among our employees—either in direct contributions to our MGM Resorts Foundation or through volunteer engagements with local organizations.



2025 GOAL PROGRESS

Surpass 1 million cumulative volunteer hours through the Employee Volunteer Program⁶

 ON TRACK

Exceed \$100 million in cumulative employee community support donations through the MGM Resorts Foundation⁷

 ON TRACK

Achieve 75% domestic employee donations to the MGM Resorts Foundation

 ENHANCING EFFORTS

Donate 5 million meals through our Feeding Forward program⁸

 ON TRACK

6. Based on 2012 program start 7. Based on 2002 program start 8. Based on 2016 program start



Unserviced event food from MGM Resorts is donated to Three Square, a food bank serving Southern Nevada.

CORPORATE GIVING⁹

MGM Resorts donated \$24.5 million in 2019 to organizations in the communities where we live and work around the world.

In 2020, we are further focusing for impact through alignment with SDGs to eliminate hunger, advance quality education and support good-paying jobs and economic growth. 2019 included notable contributions toward the United Nations goals.

We donated more than \$680,000 to address food insecurity. More than \$600,000 of that was made to Three Square, a food bank

serving Southern Nevada. The grant funded direct meals through programs like Three Square's Summer Backpack for Kids as well as operational support.

We directed over \$2.8 million to enhance education by expanding access and improving quality. As one example, we donated \$90,000 to the Nevada Blind Children's Foundation (NBCF) to build its first preschool for blind and visually impaired children. NBCF aims to drastically reduce disparities in high school graduation rates for blind and visually impaired

people by intervening through early childhood education.

We provided over \$14,000 to The Children's Center of Wayne County in Detroit to help young adults who are aging out of the foster care system—an event that for many leads to instant homelessness. The grant specifically supports the Young Adult Self-Sufficiency program, which provides resources—including education and housing—putting young people on the path to successful, independent living.

2019 CORPORATE GIVING HIGHLIGHTS



\$24.5 M

TOTAL CORPORATE GIVING



\$19.6 M

TOTAL U.S. CORPORATE GIVING



\$2.8 M

DONATED TO EDUCATION

9. Comprehensive of cash and in-kind donations in the United States and Macau

MGM RESORTS FOUNDATION

Our employees gave generously to the MGM Resorts Foundation, which is primarily funded by donations from our workforce. Employees at every level of our organization donate, and contributions range from a few dollars each pay period to large, one-time donations.

Collectively, our reach is impressive. In 2019, the MGM Resorts Foundation distributed almost \$5 million to local organizations.

One grant went to the Community Care Network in Ocean Springs, Mississippi. The funding provided housing for 26 women and children at Sue's Home, an organization that breaks the cycle of homelessness. In addition to housing, the organization provided counseling to help those overcoming abuse and addiction, among other challenges. While at Sue's Home, women also receive job training, helping them to increase earning potential and open doors to stable and sustainable housing.

Guided by the fundamental idea that people living in our communities best understand local needs, more than 50

of our dedicated employees serve on Community Grant Councils to review and select recipients of Foundation grants.

Clifford Anderson, Chef Concierge at Mandalay Bay, has served on the Community Grant Council for Las Vegas for four years. He describes participating as "one of the proudest parts of his life." Clifford believes that MGM Resorts is building a stronger community. He said, "knowing that the donations stay right here in the Las Vegas area, I am confident that we're making a difference in the future of our community."

LENDING A HELPING HAND

We believe in the power of committed individuals to make lasting change in our communities. In 2019, 6,090 members of our MGM Resorts workforce volunteered more than 70,500 hours to help our neighbors in the United States.

Each year, we recognize the volunteers across our Company who inspire us through their spirit of service and incredible generosity. Hiroshi (Hiro) Kajiyama is one of

our most committed employee volunteers, giving more than 614 hours of his time to others last year.

A carpenter by trade, Hiro cannot get enough of building and creating spaces. Outside of work, he serves as the Las Vegas Chapter Director of Special Spaces, a national organization that creates dream bedrooms for children facing life-threatening illnesses.

His work is a bright spot for children and their families, bringing joy during the most challenging times. Special Spaces came to his Carpenters Union meeting asking for help to create a room for a four-year-old girl with cancer, and Hiro volunteered.





CARING FOR ONE ANOTHER

Remembering this first dream room, Hiro said, “We were told that she loved The Little Mermaid, so we decided to create a mermaid-inspired room.” When the family returned home after a special day at MGM Resorts, Hiro said, “the parents were crying, overwhelmed with joy.” Today, the girl is thriving, and Hiro remains in contact with the family.

Mandalay Bay Vice President of Facilities Joseph Glazier said, “I’m just glad he’s part of this team. He volunteers probably more than anybody I know. He’s out there to make a difference.”

“

For Hawaiians, ohana means family. It’s so important to me, and I think about my ohana as my community, as everybody, really. It’s the reason we are here every day to work... to help each other... to help our kids and our families.”

HIROSHI (HIRO) KAJIYAMA
CARPENTER, MANDALAY BAY

DONATING MEALS TO THOSE IN NEED

Feeding Forward—the innovative food donation program founded in 2016—has passed a major milestone—rescuing more than 1 million meals from our resorts.

The initiative addresses the major environmental concern of food waste and the societal challenge of food insecurity by rescuing unused and unserved food from multiple points along MGM Resorts food and beverage operations, including warehouses, minibars and event meals. Unserved hot food is quickly flash frozen to safely extend how long the meal can be stored. In addition, we have directly funded more than 500,000 meals through our partnership with Three Square Food Bank, including the Summer BackPack for Kids program.

The ground-breaking donation system began at ARIA Resort Las Vegas and now includes nine MGM Resorts on the Las Vegas Strip. ARIA Resort and Casino’s Executive Chef Carlos Guia was a driving force in the creation of this program. When he was 12 years old in Venezuela, his mother created a cookbook that benefited a local

orphanage. That cookbook started his love of cooking and inspired his commitment to making a difference. Determined to turn food waste at MGM Resorts into meals for those facing food insecurity, he said, “It matters that we find a way to help people. I believe in human kindness and was raised to care for people.”



ENDING HUMAN TRAFFICKING

In 2019, MGM Resorts strengthened its commitment to ending human trafficking by signing onto ECPAT-USA’s Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism. Joining the pact adds MGM Resorts’ voice to the important global

coalition aimed at stopping the exploitation of children and human trafficking.

MGM Resorts is an active member of the Southern Nevada Human Trafficking Task Force, a collaboration among government, law enforcement, business and community leaders. We also work with resort leaders to bring awareness to human trafficking through the Nevada Resort Association’s Anti-Human Trafficking Committee. Additionally, our Company has educated and trained approximately 450 employees to identify signs of trafficking and empowered them to report suspected cases.

The UN Guiding Principles Reporting Framework recommends that we focus our human rights reporting on our salient human rights issues, which are the “human rights at risk of the most severe negative impact through the company’s activities and business relationships.” We believe that our salient human rights issues are labor rights, forced labor and human trafficking risks in our own operations and/or in our supply chain. Our commitment to address salient human rights issues is highlighted by our Human Trafficking Policy and Human Rights Policy.

PROTECTING THE PLANET



We are a recognized leader in environmental sustainability, particularly in climate leadership. Our commitment to operating sustainably guides every aspect of our business from sustainable design and construction to responsible operations, including energy, water and materials management.

We put these principles into practice when we built MGM Springfield, and it became the

first resort in the gaming industry to receive LEED Platinum certification. It features a ~1.13 megawatt solar canopy that reduces our carbon footprint. In 2020, we will break ground on our 100 megawatt solar array in Southern Nevada. When fully operational in 2021, it will provide up to 90% of the daytime power for our Las Vegas properties.

2025 GOAL PROGRESS¹⁰

Reduce carbon emissions per square foot by 45%

ON TRACK

Reduce energy per square foot by 25%

ENHANCING EFFORTS

Reduce water per square foot by 30%

ON TRACK

Achieve 60% materials diversion rate

ON TRACK

10. Protecting the Planet goals are based on 2007 baselines



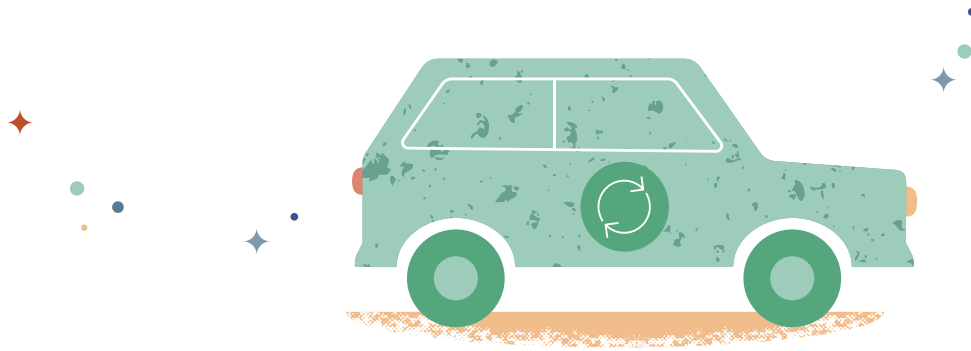
PROTECTING THE PLANET

PIONEERING SUSTAINABLE EVENTS

We are leading the hospitality industry and the private sector in the emerging area of sustainable events. As the host of vast numbers of events every year, we are well positioned to make a significant impact in this field, particularly as meeting planners are striving to make more deliberate choices that drive societal and environmental benefits from their events. In the past two years, we have worked with more than 70 companies to help them bring their sustainability commitment to their meetings and trade shows. In 2019, nearly \$100 million in revenue was generated by events with a formal sustainable plan or report, and the business is rapidly growing.

We have made it easy for clients to make more sustainable choices, including in venue and space, décor and signage, food and beverage and outreach and education. Our program enables a business to tailor its event to match its values. For example, a company might choose a LEED-certified hotel, go carbon-neutral, use digital or recyclable signage, opt for organic produce—or all of the above. We design

PICTURED LEFT: MGM Resorts sustainable events feature 100% compostable packaging for meals



**90%
MATERIALS
DIVERTED**

US EPA STANDARD FOR
ZERO-WASTE EVENT

**99.7%
MATERIALS
DIVERTED**

ACHIEVED BY MGM
RESORTS AND SUBARU

formal sustainable event plans for clients and execute them by collaborating among convention services, catering, culinary, sustainability, facilities and other teams.

Our leadership on sustainable events has attracted the world's most respected businesses and served as a model for the industry. Globally recognized brands have worked with us to develop their sustainable events.

Our Vice President of Corporate Sustainability, Yalmaz Siddiqui, spoke at the UN Climate Change Conference on the growing potential of this area. And the Events Industry Council invited us to join as a founding partner of the new Centre for Sustainable Events. MGM Resorts plays a leading role within the Centre, and our approach to sustainable event planning is part of a core training module to credential meeting planners with a Sustainable Events Professional Certificate.

CREATING SUBARU'S ZERO-WASTE EVENT

In 2019, we worked closely with Subaru to achieve a first for both companies: a zero-waste conference with a nearly 100% materials diversion rate.

Subaru first approached us because they wanted to extend their factories' zero-waste commitment to their National Business Conference at Mandalay Bay. While the EPA defines a zero-waste event as one with a 90% materials diversion rate, Subaru had a greater ambition. They asked us to get their event as close to 100% as possible.

We rose to the challenge. Beginning a full year before the conference, we worked closely with Subaru's event team to develop a plan for how to recycle, donate or reuse nearly every single item and material involved in the event—from the carpet the attendees walked on to the lanyards they wore.

The result was a comprehensive plan that set a new bar for zero-waste events. There were no trash cans and instead, we had designated staff to manage multiple separate flows for all types of materials from food scraps to compostable materials to donations to snack wrappers. We partnered with TerraCycle—an innovative recycling and reuse business—to address items that are difficult to recycle, such as lanyards and container tops. The event's carpet was specifically chosen and cut so it could be reused. We even donated an entire barn from the expo floor to a high school in rural Nevada.

Because of this advanced planning and on-site coordination, the event achieved an impressive 99.7% materials diversion rate. The Subaru team was thrilled, and other businesses are already asking if they can bring a similar approach to their events at our properties.

MATERIALS DIVERSION HIGHLIGHTS



500,000

METRIC TONS OF MATERIALS
DIVERTED SINCE 2007



53,000

METRIC TONS OF MATERIALS
DIVERTED IN 2019



44.1%

MATERIALS DIVERSION RATE IN 2019

PROTECTING THE PLANET

DIVERTING MATERIALS AND WASTE

In 2019, we achieved a historic milestone: 500,000 metric tons of materials diverted from landfills through recycling, donations, compost or other destinations since 2007.¹¹ In 2019, we achieved a 44.1% diversion rate, far surpassing the hospitality industry average. We have also doubled our materials diversion rate per square foot over the same timeframe.

This milestone builds on over a decade of careful investments, deliberate decisions and committed efforts. We built full-service material recovery facilities on all of our Las Vegas properties, where staff separate compostable materials, recyclables and food waste from the landfill stream. Grease is turned into biofuels. Furniture and linens are donated to charity, and unserved food that we can safely rescue goes to feed the hungry.

This is just the beginning. We are moving towards a cutting-edge circular economy model that considers all parts of the supply chain. For example, we buy a portion of our oysters and recycle oyster shells through a Maryland company that is restoring the Chesapeake Bay's oyster reefs, and

we buy our landscaping fertilizer from the company that turns our coffee grounds and coffee cups into compost.

RESPONSIBLE SOURCING

We are one of North America's largest independent restaurant operators, and we use our scale to make positive impacts across the entire supply chain. MGM Resorts has committed to completely transition to cage-free eggs and exclusively source responsibly raised chicken by 2030, as certified by the Global Animal Partnership, an organization that assesses animal health and productivity, living environments and overall well-being.



11. Excluding Construction & Demolition Materials from new construction projects, which represents an additional 342,000 metric tons of materials diverted.

MGM IN CHINA

Our operations in Macau extend our commitment to social impact and sustainability around the globe. In China, we continuously strive for a greater positive impact for our people, communities and environment.



In 2019, we won widespread recognition for our social impact and sustainability efforts in Macau, including five awards for corporate social responsibility, nine awards for sustainability and 21 awards for human resources. Standouts include the Outstanding Corporate Social Responsibility Award from the Mirror Post of Hong Kong, the Asia Pacific Innovation Award from the International Facility Management Association and the Asia Best Workplace Award 2019 from AIA China, the School of Public Health of Peking University and HRoot.

In Macau, we are advancing towards a comprehensive vision for sustainability at both MGM MACAU and MGM COTAI. From 2013 to 2019, MGM MACAU reduced total waste by 19%, total carbon emissions by 18%, total energy use by 19% and total water use by 15%. We are also working to improve water and energy conservation, waste management and carbon emissions at MGM COTAI. We strive for continual improvement by adding effective Environmental and Energy Management Systems, which are certified to ISO14001:2015 and ISO50001:2018 standards.

FOSTERING DIVERSITY AND INCLUSION

We promote diversity and inclusion through programs, partnerships and events in Macau. For example, we worked with the Macau Government Tourism Office and the Macau Deaf Association to co-organize the first e-learning program on sign language in Macau. Designed for those who work in the tourism industry, the program teaches basic sign language to help employees serve those with disabilities.

INVESTING IN COMMUNITY

We support education, training and workforce development for employees and communities in China. Overall, we provided more than 814,000 hours of training to our employees in Macau in 2019 – an average of 74 hours for each team member.

We are also committed to higher education. For 15 years, we have sponsored the University of Macau's study abroad program that brings students to Las Vegas to learn about careers in hospitality and gaming. In 2019, 35 students in the Faculty of Business Administration participated in the program and learned about resort operations firsthand.

CARING FOR ONE ANOTHER

MGM MACAU and MGM COTAI are making a difference for their communities and local residents. Our employees dedicated more than 23,000 hours to volunteering in 2019 – twice the 2018 total – with 113 community events that benefited over 6,000 people.

In particular, we launched the “Spring Clean for Love” event, which brought together 180 employee volunteers to help more than 230 local seniors clean and decorate their homes ahead of the Chinese New Year. To spread warmth across Macau during winter, 450 employees knitted 2,500 scarves that were donated as part of “Weaving for Warmth,” and for the past 10 years, we have held an annual volunteering event that connects hundreds of seniors with one-on-one health consultations from medical practitioners at the Chinese Medicine Association of Macau.

PROTECTING THE PLANET

We are focused on continuously reducing our environmental impact. For example, we are the first company in Macau to use ORCA, an innovative technology that turns food waste into an organic waste liquid, enabling MGM MACAU to divert nearly 400 tons of food waste from landfills each year. MGM COTAI also turns food waste into nutrient-rich compost, which we use to help grow the more than 100,000 plants at our properties.

美高梅送暖傳愛心 MGM Weaving For Warmth

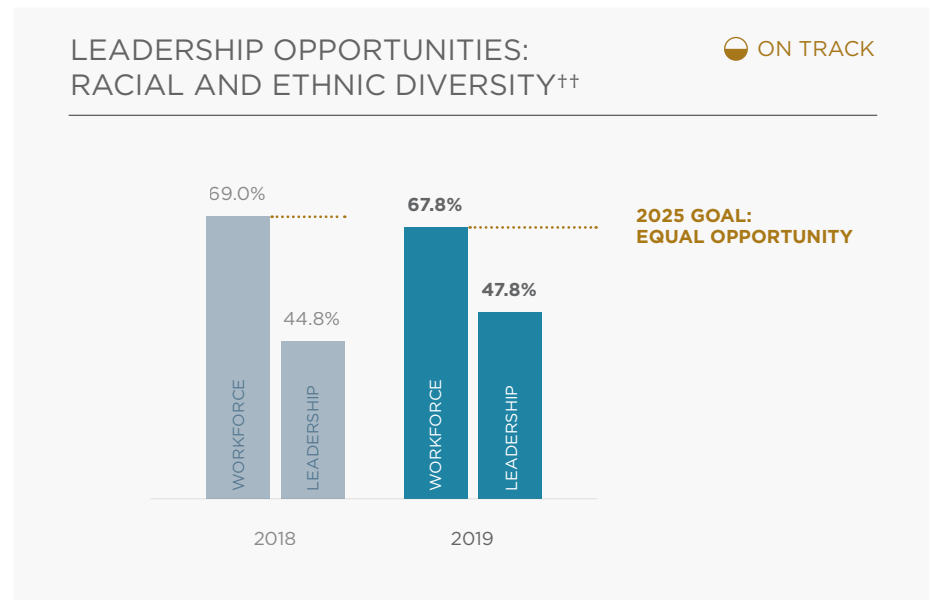
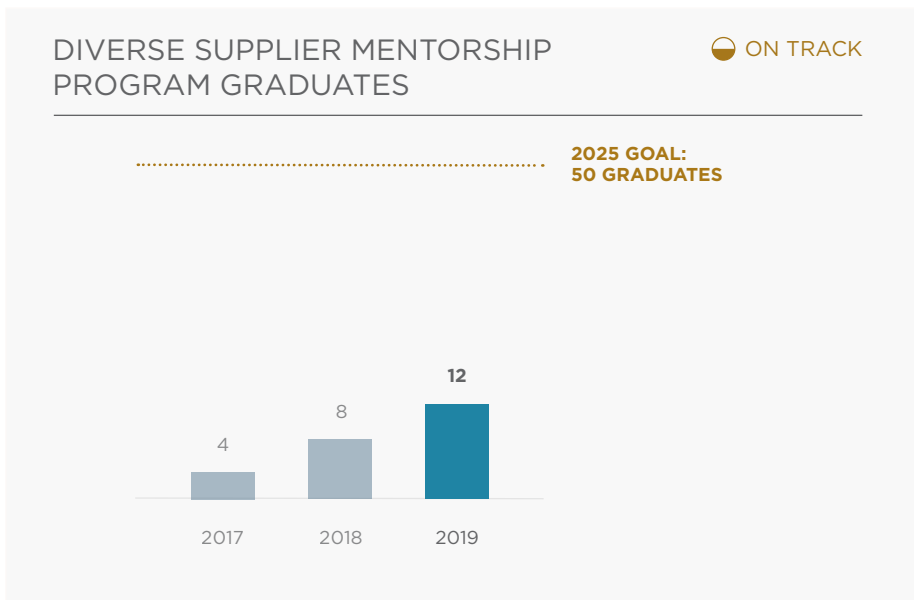
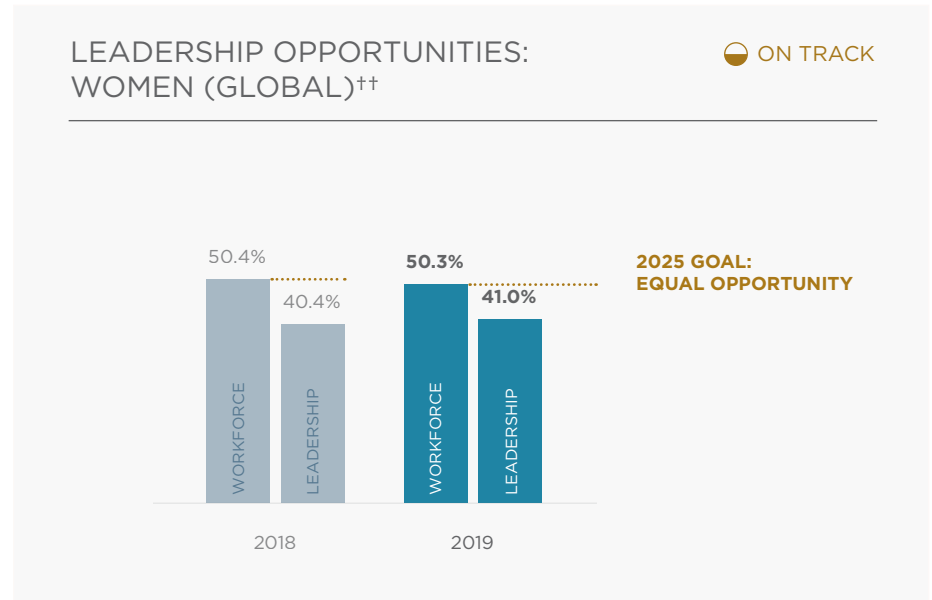
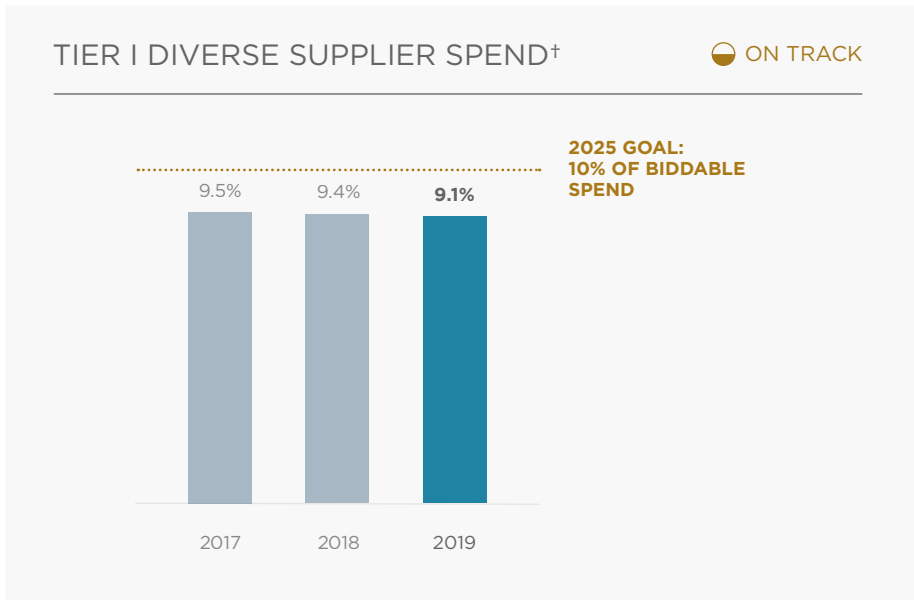
為社會有需要的人編織2,000條頸巾！
Knitting 2,000 scarfs for needy in winter!



MGM Resorts volunteers knit scarves as part of Weaving for Warmth.

Goal Progress: Fostering Diversity & Inclusion

U.S. DATA (UNLESS INDICATED)



⁺Tier 1 Diverse Supplier Spend is spend with certified diverse suppliers including minority, women, veteran, disabled and LGBTQ+ owned suppliers. Tier 1 biddable spend is non sole-source procurement (excluding design & construction) that diverse suppliers are eligible to bid on. ⁺⁺We are tracking progress toward this goal by comparing the percentage of women and diverse people in leadership positions with their proportion in our total workforce.

Fostering Diversity & Inclusion: Additional Metrics

METRIC (U.S. ONLY, UNLESS INDICATED)	2017	2018	2019	TREND VS PRIOR YEAR
TALENT MANAGEMENT				
New hires (global)	14,225	13,913	10,463	-25%
Women new hires, % (global) ¹	52%	48%	51%	6%
Racially/ethnically diverse new hires, % ¹	65%	84%	72%	-15%
Total number of employees in voluntary development programs ²	71	373	834	124%
DIVERSE & INCLUSIVE WORKPLACE CULTURE				
Number of Employee Network Groups ³	17	20	23	15%
Number of Employee Network Group members	1,802	4,114	4,175	1%
Positive perception rating on diversity & inclusion culture in annual employee survey ⁴	77%	78%	-	N/A
SUPPLIER DIVERSITY				
Tier 1 Biddable Spend (excluding design & construction spend) ⁵	\$1,652,631,579	\$1,936,170,213	\$1,971,413,350	2%
Tier 1 Diverse Supplier spend (excluding design & construction spend) ⁶	\$157,823,052	\$182,772,421	\$178,196,958	-2%
Design & construction spend ⁷	\$750,839,034	\$691,663,451	\$224,448,264	-68%
Diverse design & construction spend ⁸	\$165,697,713	\$200,387,341	\$51,245,491	-74%
Diverse design & construction spend, % ⁹	22.1%	29.0%	22.8%	-21%

NOTES

- Trend vs. prior year refers to relative change, not absolute change.
- Includes LEAD and Jumpstart development programs. LEAD began in late 2017 and Jumpstart began in 2019.
- Examples of Employee Network Groups (ENGs) include African American, Veterans, Women's, Young Professionals, LGBTQ+ etc.
- Employee survey not performed in 2019.
- Tier 1 Biddable spend is non sole-source procurement (excluding design & construction) that diverse suppliers are eligible to bid on.
- Tier 1 Diverse Supplier Spend is spend with certified diverse suppliers including minority, women, veteran, disabled and LGBTQ+ owned suppliers.
- No major new developments constructed in 2019.
- Decline 2018 - 2019 based on reduction in overall construction spend.
- Decline based on reduction in overall construction spend and reduced availability of diverse suppliers in certain categories.

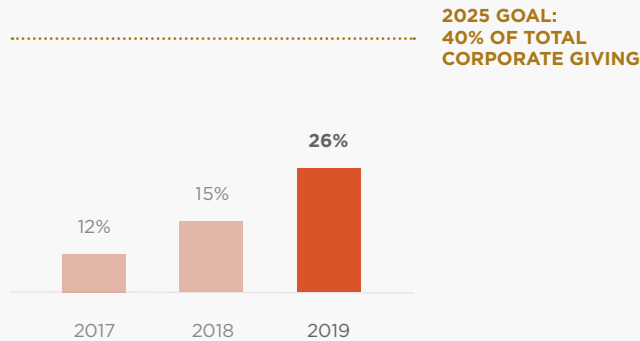
Goal Progress: Investing in Community

U.S. DATA



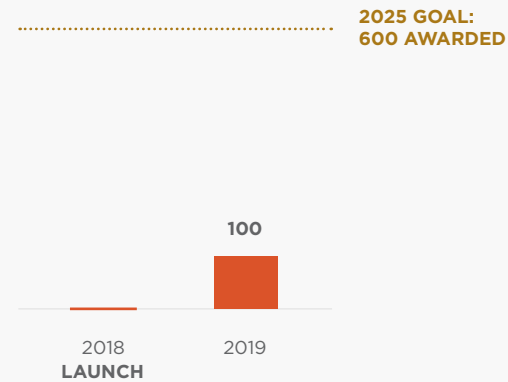
SUPPORT FOR WORKFORCE DEVELOPMENT PROGRAMS

ON TRACK



SCHOLARSHIPS TO CHILDREN OF EMPLOYEES OF EMPLOYEES

ON TRACK



Money should not get in the way of people pursuing and achieving their dreams. Attending UCLA requires substantial investment, and this scholarship covers a good portion of my tuition.”

GABRIEL PE MANUEL ORDONEZ

MGM RESORTS SCHOLARSHIP RECIPIENT

Investing in Community: Additional Metrics

METRIC (U.S. ONLY, UNLESS INDICATED)	2017	2018	2019	TREND VS PRIOR YEAR
WORKFORCE DEVELOPMENT				
Employee higher education enrollments fully funded by MGM ¹	N/A	N/A	252	N/A
Employee higher education tuition reimbursed by MGM (Partially or fully funded), \$	\$601,184	\$709,474	\$1,180,558	66%
Employees participating in tuition reimbursement programs, # (Partially or fully funded)	395	421	577	37%
COMMUNITY DEVELOPMENT				
Spend with vendors, \$ ²	\$2,057,683,309	\$2,618,525,815	\$2,681,762,393	2%
Total U.S. economic output ³	\$20.7 B	\$20.9 B	\$21.9 B	
Total workforce (global)	76,869	81,570	80,475	-1%
Wages supported, \$ ⁴	\$4.4 B	\$4.6 B	\$5.0 B	9%
RESPONSIBLE GAMING				
Guests introduced to GameSense responsible gaming program, # ⁵	14,695	616,367	527,376	-14%
Guests provided instructive interactions on GameSense responsible gaming program, # ⁵	278	17,884	6,235	-65%
Guests' perceived adequacy of GameSense responsible gaming approach, rating ^{5,6}	-	5.4 / 7	5.6 / 7	4%

NOTES

1. Program began in 2019.
2. Operational Cost of Good Sold (COGS). Excludes spend from Borgata and Empire properties.
3. MGM Resorts Economic Impact as calculated by Applied Analysis.
4. Includes the total directly spent by MGM Resorts and the direct wage impact of off-site spending by MGM Resorts guests in the surrounding community, as calculated by Applied Analysis.
5. GameSense is a responsible gaming program that helps players make smart choices when they visit a casino.
6. Began tracking guest perception in 2018.

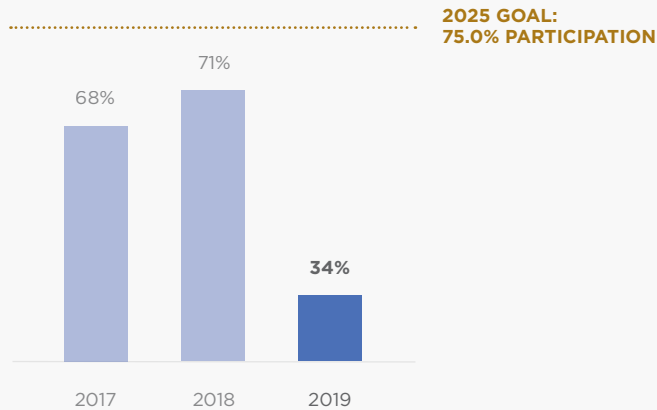
Goal Progress: Caring For One Another

U.S. DATA



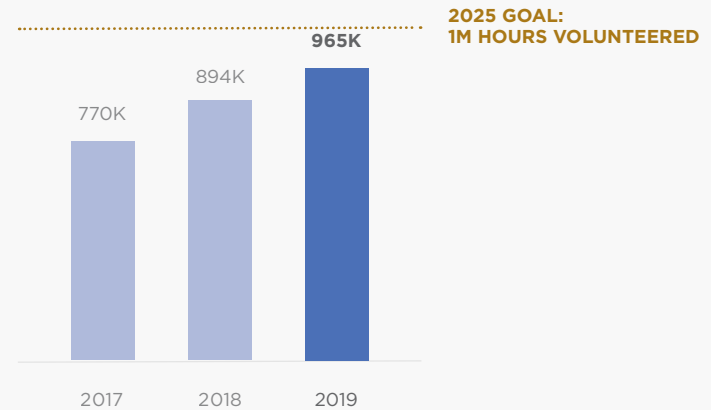
PERCENTAGE OF EMPLOYEES GIVING TO FOUNDATION[†]

⊖ ENHANCING EFFORTS



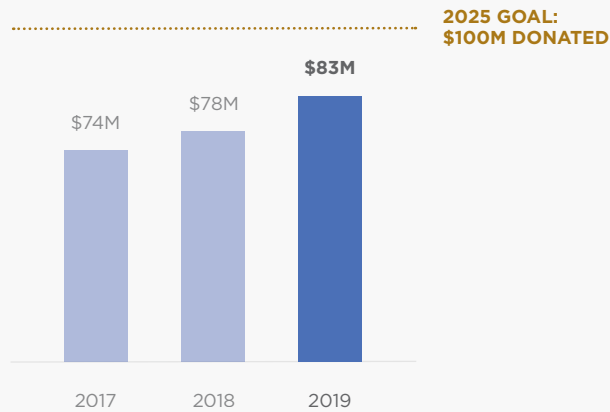
CUMULATIVE EMPLOYEE VOLUNTEER HOURS

⊕ ON TRACK



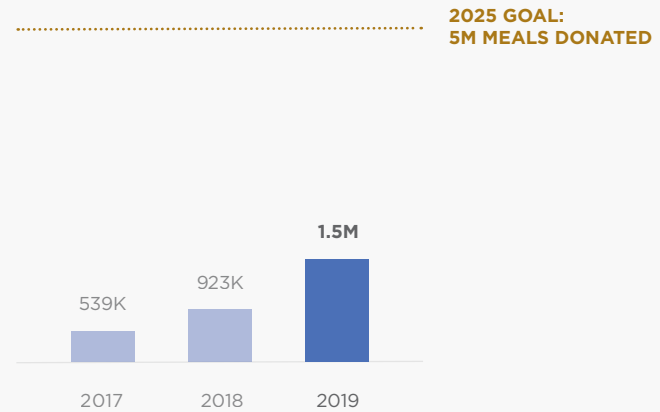
CUMULATIVE EMPLOYEE GIVING TO MGM RESORTS FOUNDATION

⊕ ON TRACK



CUMULATIVE MEALS DONATED TO CHARITY^{††}

⊕ ON TRACK



[†] Reduction driven partly by company restructuring in 2019. ^{††} Includes meals rescued from properties and funded through philanthropy.

Caring for One Another: Additional Metrics

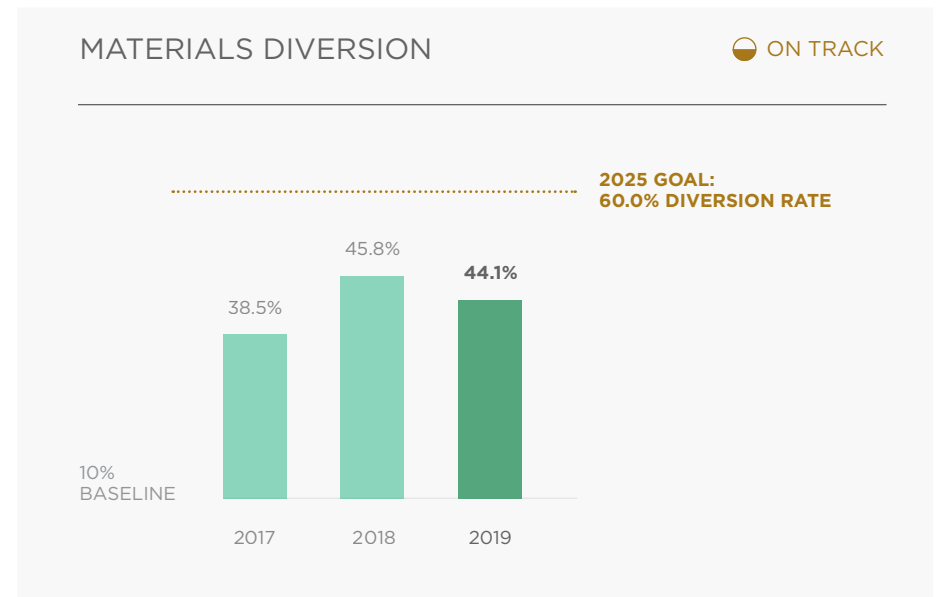
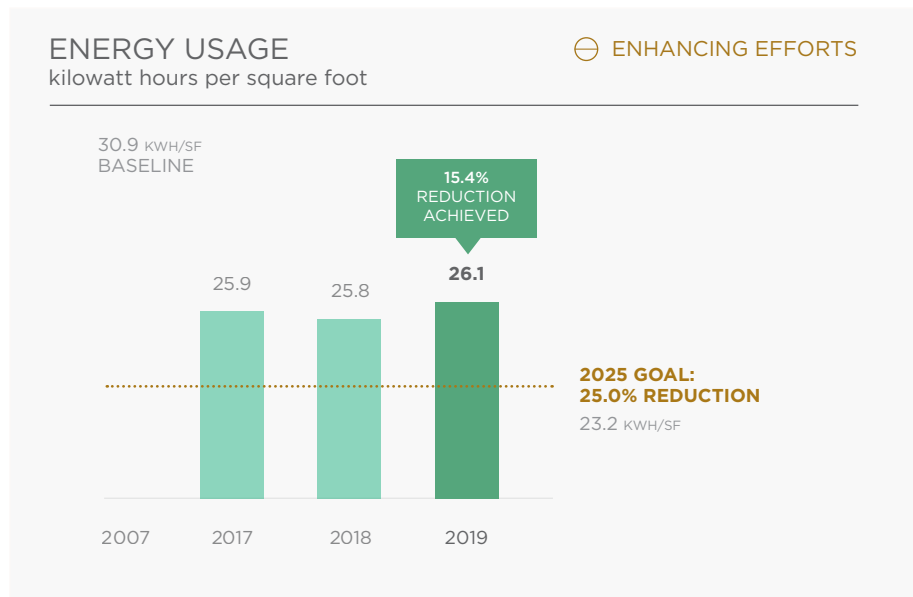
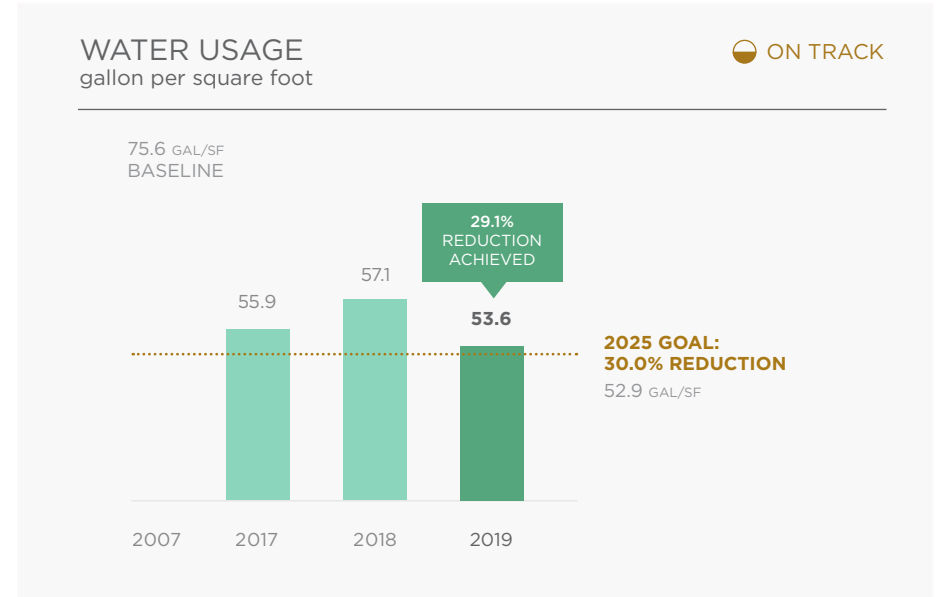
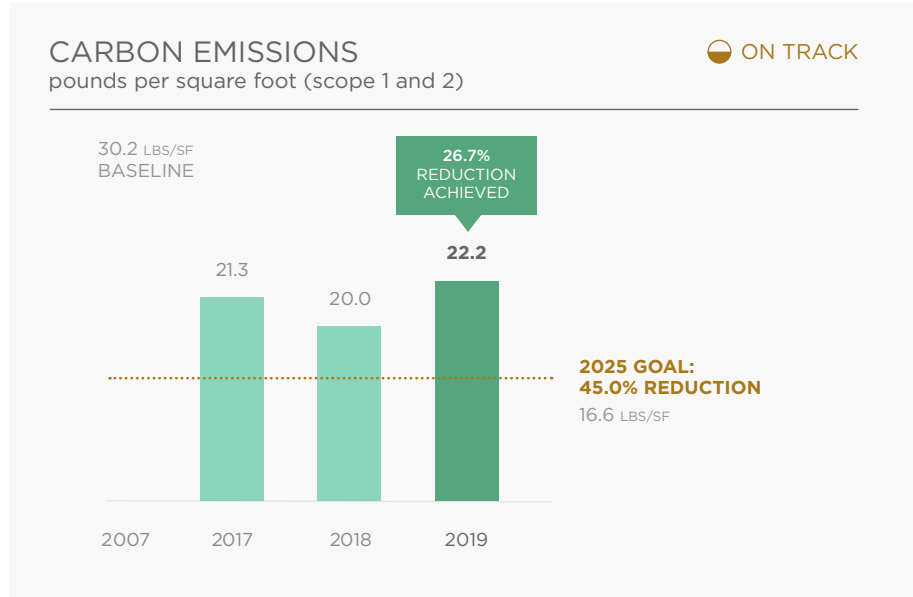
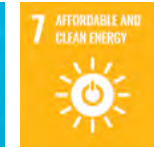
METRIC (GLOBAL ONLY, UNLESS INDICATED)	2017	2018	2019	TREND VS PRIOR YEAR
VOLUNTEERISM				
Employee volunteer hours ¹	124,029	134,493	93,573	-30%
MGM RESORTS FOUNDATION GIVING				
Foundation Community Grants (U.S. only), \$	\$2,129,954	\$2,894,124	\$3,098,669	7%
Foundation Employee Direct Designations (U.S. only), \$	\$1,869,548	\$1,700,686	\$1,782,830	5%
Total disbursements by MGM Resorts Foundation (U.S. only), \$ ²	\$3,999,502	\$4,594,810	\$4,881,499	6%
COMPANY GIVING				
Company cash giving, \$ ³	\$12,224,906	\$11,248,961	\$13,372,553	19%
Company in-kind giving, \$ equivalent ⁴	\$3,785,988	\$7,082,629	\$6,230,220	-12%
Total company cash and in-kind giving, \$ equivalent	\$16,010,894	\$18,331,590	\$19,602,772	7%
TOTAL GIVING				
Total MGM USA Company giving (cash and in-kind) & Foundation giving, \$ and \$ equivalent	\$17,500,905	\$20,179,240	\$19,659,495	-3%
Total MGM China Company giving (cash and in-kind), \$ and \$ equivalent	\$2,509,491	\$2,747,160	\$4,824,777	76%
Total Global Company giving (cash and in-kind) & Foundation giving, \$ and \$ equivalent ⁵	\$20,010,396	\$22,926,400	\$24,484,272	7%
FOOD DONATIONS				
Meals funded (U.S. only)	97,210	104,909	140,000	33%
Meals rescued (U.S. only)	208,717	279,338	465,692	67%
Total meals donated (U.S. only) ⁶	305,927	384,247	605,692	58%

NOTES

- Reduction driven partly due to company restructuring in 2019.
- Up to and including 2019, the MGM Resorts Foundation is funded primarily by MGM employee contributions. Disbursements to approved non-profits are made through direct employee designations (employees chose charities to allocate their giving to) or through Foundation Grants that are awarded by employee committees.
- Increase in company cash giving driven by new grants and new programs including post secondary scholarships to children of MGM employees. Includes cash giving by MGM China, using currency conversion as of December 31 per year.
- In-kind giving includes donations by MGM Resorts other than cash that may include comps, rooms, meals, show tickets, obsolete items, labor, property-specific events, marketing donations, one-off events and conventions. Reduction of in-kind giving driven partly due to company restructuring in 2019. Includes in-kind giving by MGM China, converted to dollar equivalent, using currency conversion as of December 31 per year.
- Comprehensively covers all types of giving to non profit organizations by the MGM Resorts Foundation and the company itself.
- Includes meals funded by MGM Resorts philanthropic efforts as well as non-perishable, perishable prepared and perishable unprepared food & beverages rescued from MGM Resorts locations. Weight rescued converted to meals using USDA guideline of 1.2 pounds per meal.

Goal Progress: Protecting the Planet

GLOBAL DATA



Protecting the Planet: Additional Metrics

METRIC (GLOBAL UNLESS INDICATED)	2017	2018	2019	TREND VS PRIOR YEAR
PORTFOLIO & ENVIRONMENTAL CERTIFICATIONS				
Buildings owned or operated, square feet ¹	89,749,887	89,853,887	96,227,434	7%
Buildings certified to third party environmental standards (new construction or operations), % of square feet ²	91.1%	90.9%	91.4%	1%
CLIMATE LEADERSHIP				
Total carbon emissions, scope 1 & 2, metric tons CO2 equivalent ³	865,970	815,764	968,429	19%
Scope 1 carbon emissions, metric tons CO2 equivalent ³	251,214	246,153	278,835	13%
Scope 2 carbon emissions, metric tons CO2 equivalent ³	614,756	569,612	689,594	21%
Renewable electricity as share of purchased electricity, % ⁴	17.5%	17.7%	16.5%	-7%
Installed base of renewable electricity, MW ⁵	8.4MW	8.5MW	9.6MW	13%
SUSTAINABLE DESIGN & CONSTRUCTION				
Environmental certifications for new developments ⁶	8	9	14	56%
New developments Construction & Demolition (C&D) materials diverted from landfills, metric tons (U.S. only) ⁷	2,364	1,162	-	N/A
New developments C&D materials diversion rate (U.S. only) ⁷	97%	78%	-	N/A
RESPONSIBLE OPERATIONS: ENERGY				
Total energy use, MWh (electricity & natural gas) ³	2,323,344	2,322,008	2,516,149	8%
Energy from electricity, MWh ³	1,389,767	1,371,403	1,494,263	9%
Energy from natural gas, MWh ³	937,563	950,605	1,021,886	7%
RESPONSIBLE OPERATIONS: MATERIALS & WASTE				
Total materials to landfill / incineration, metric tons	73,686	67,719	66,823	-1%
Materials diverted from landfill / incineration, metric tons ⁸	46,162	57,148	52,796	-8%
Food materials diverted from landfill / incineration, metric tons ^{3,9}	20,971	23,978	25,276	5%
RESPONSIBLE OPERATIONS: WATER				
Total water use, kGal ^{3,10}	5,013,222	5,130,591	5,162,613	1%
RESPONSIBLE OPERATIONS: EVENTS				
Revenue from client events with sustainable events plans/reports ¹¹	\$26,003,106	\$31,474,419	\$95,545,638	204%
RESPONSIBLE OPERATIONS: CERTIFICATIONS				
Environmental certifications for existing operations ¹²	33	33	34	3%

NOTES

1. Only includes buildings owned or operated for the full year reporting period, except Circus Circus Las Vegas which was divested very late in 2019 (for which building area has been pro-rated). ARIA Convention Center was expanded in 2018. MGM Cotai and MGM Springfield were opened in 2018, but square footage and operational metrics are reflected in 2019 data. MGM Grand Convention Center and Park MGM were expanded in 2019.

2. Includes the following new construction certifications: LEED for New Construction, LEED for Commercial Interiors, Green Globes for New Construction and China Green Building (Macau). Also includes the following operations certifications: Green Globes for Existing Buildings, Green Key, Green Key Meetings, ISO14001 and ISO50001.

3. Increase partially driven by property additions including MGM Cotai and MGM Springfield along with expansions at Park MGM and MGM Grand Las Vegas, totaling 6.5 million square feet.

4. Includes both grid-purchased and MGM self-generated solar electricity from Mandalay Bay and T-Mobile Arena.

5. Addition of 1.13 MW solar array at MGM Springfield at the end of 2019.

6. Includes LEED for New Construction, LEED for Commercial Interiors, Green Globes for New Construction and China Green Building (Macau).

7. New development C&D materials in 2017 and 2018 associated with MGM Springfield. 2019 C&D material diversion from property expansions (Park MGM and MGM Grand Las Vegas) captured in operational materials to landfill and diversion metrics.

8. Reduction in materials diverted from landfill driven both from source reduction efforts and mid-year change in primary vendor for food waste management.

9. Includes food to charity, pig farms, compost and yellow grease and brown grease to biofuel.

10. Includes both utility-provided water and well water.

11. Growth based on proactive work by MGM with major clients. Includes revenue from client meetings, trade shows, conventions where a formal Sustainable Event Plan or quantitative Sustainable Event report developed.

12. Includes Green Globes for Existing Buildings, Green Key, Green Key Meetings, ISO14001, ISO50001. Some buildings have multiple certifications.

Regional Impact

BEAU RIVAGE, MISSISSIPPI

339 employees volunteered 5,511 hours
\$173,586 raised by the employees for the Grant Fund

GOLD STRIKE, MISSISSIPPI

227 employees volunteered 1,755 hours
\$60,000 raised by the employees for the Grant Fund

COMBINED MISSISSIPPI IMPACT

\$344,771 given in charitable contributions
\$125,995,050 paid in taxes to the State of Mississippi

MGM GRAND DETROIT, MICHIGAN

339 employees volunteered 2,598 hours
\$52,881,733 paid to Detroit-based business
\$7,424,829 paid to Minority Business Enterprises
\$2,545,097 paid to Women Business Enterprises
52% of employees are Detroit residents
72.3% of employees are racially or ethnically diverse
54% of leaders are racially or ethnically diverse
53.8% of employees are women

MGM NATIONAL HARBOR, MARYLAND

More than 400 employees volunteered 5,130 hours
\$1 million plus given in charitable contributions
25% of operations spend was with Prince George's County businesses
46% of employees are Prince George's County residents and/or veterans

BORGATA, NEW JERSEY

249 employees volunteered 5,293 hours
\$149,676 given in charitable commitments
\$77,962,566 paid in gaming taxes to the State of New Jersey

MGM NORTHFIELD PARK, OHIO

47% of employees are women
Over \$99M paid in taxes

MGM SPRINGFIELD, MASSACHUSETTS

\$39,540,650 paid in city tax contributions
\$88,531,426 paid in state tax contributions
\$490,497 given in charitable contributions
40% of employees are Western Massachusetts residents
45% of employees are women
37% of leaders are women

EMPIRE CITY CASINO, NEW YORK

\$3.7 billion paid in taxes generated for New York State education system since opening
\$25 million generated on average monthly for education
41% of employees are women
66% of employees are racially or ethnically diverse
37% of employees are Yonkers residents
27.4% of employees are Bronx residents
7.4% of employees are Mount Vernon residents

Awards & Recognitions

GENERAL

America's Best Large Employers (18 out of 500)
– Forbes

Public Awareness Award – National Council on
Problem Gambling

Emporis Skyscraper Award, MGM COTAI in
Macau

2019 Best Places to Work in Las Vegas – Zippia

FOSTERING DIVERSITY & INCLUSION

Best Places to Work for LGBTQ Equality –
Human Rights Campaign

Eagle Leadership Award: Brian Sandoval –
Latino Leaders Network

America's Best Employers for Diversity – Forbes

Ranked #1 on Top 8 Regionals Company List for
Diversity – DiversityInc

2019 America's Top Corporations for Women's
Business Enterprises – Women's Business
Enterprise National Council

Best for Vets Employer for 2019 – Military Times

Leading Disability Employer – National
Organization on Disability

Million Dollar Club – U.S. Hispanic Chamber of
Commerce

2019 Women's Forum Corporate Champion

CARING FOR ONE ANOTHER

Beau Rivage Resort Business Volunteer of the
Year – City of Biloxi

One of the 50 Most Community Minded
Companies in the US – The Civic 50 (Points of
Light)

PROTECTING THE PLANET

Food Recovery Challenge Award: Bellagio Hotel &
Casino – Environmental Protection Agency (EPA)

World Procurement Congress and Awards
Shortlist: Oyster shell recycling process &
collaboration – Procurement Leaders

Diversity & Inclusion Partners

100 Black Men of America, Inc.	Las Vegas Urban Chamber of Commerce	Out & Equal Workplace Advocates
100 Black Men of Las Vegas, Inc.	Latin Chamber of Commerce Community Foundation	Prospanica (formerly known as National Society of Hispanic MBAs)
American Indian College Fund	Latin Chamber of Commerce Nevada Inc. (LCC)	Rainbow Dreams Educational Foundation
ASCEND National Association of Asian MBAs	League of United Latin American Citizens (LULAC)	SER National
Asian & Pacific Islander American Scholars (APIAS)	National Association for the Advancement of Colored People (NAACP)	Southern Nevada Association of Pride Inc. (SNAPI)
Asian American Group (AAG) Las Vegas	National Association for the Advancement of Colored People (NAACP) - Las Vegas	The Dr. Martin Luther King Jr. Committee of Las Vegas
Asian American Journalists Association (AAJA)	National Association of Black Journalists	The Gay and Lesbian Community Center of Southern Nevada
Asian Community Development Council (ACDC)	National Association of Hispanic Journalists	The Links, Incorporated - Las Vegas Chapter
Asian Pacific American Institute for Congressional Studies	National Association of Minority Contractors (NAMC)	The National Center for American Indian Enterprise Development (NCAIED)
Congressional Black Caucus Foundation	National Association of Minority Contractors (NAMC) - Nevada	U.S. Black Chambers, Inc.
Congressional Hispanic Caucus Institute	National Association of Women Business Owners (NAWBO) - Las Vegas	Unidos US (formerly NCLR)
Cultural Diversity Foundation	National Association of Women in Construction (NAWIC) - Las Vegas Chapter #74	United States Hispanic Chamber of Commerce
Disability:IN	National Black MBA Association, Inc. (NBMBAA)	United States Veterans Initiative (U.S. VETS)
Diversity Best Practices (Bonnier Working Mother Media)	National Coalition of 100 Black Women - Las Vegas Chapter	US Pan Asian American Chamber of Commerce (USPAACC)
Dress for Success of Southern Nevada (DFSSN)	National Coalition of Black Meeting Planners	USO Inc.
Gay and Lesbian Chamber of Commerce of Nevada	National Gay & Lesbian Chamber of Commerce	USO Las Vegas
Hannah Brown Community Development Corporation	National Lesbian & Gay Journalists Association	Veterans Action Group
Henderson Chamber of Commerce of NV	National Minority Supplier Development Council (NMSDC)	Western Regional Minority
Hispanic Association of Colleges and Universities (HACU)	National Society of Minorities in Hospitality	Supplier Development Council (WRMSDC)
Hispanic Association on Corporate Responsibility (HACR)	National Urban League	Women's Business Enterprise Council – West (WBEC – West)
Hispanic Scholarship Fund	Native American Journalists Association	Women's Business Enterprise National Council (WBENC)
Human Rights Campaign Las Vegas	Organization of Chinese Americans (OCA)	Women's Chamber of Commerce of Nevada
Human Rights Campaign National	Organization of Chinese Americans (OCA) - Las Vegas	
International Gay & Lesbian Travel Association Foundation Inc. (IGLTA)		
International Gay and Lesbian Travel Association (IGLTA)		
Las Vegas Asian Chamber of Commerce (ACC)		
Las Vegas Clark County Urban League (LVUL)		

